

APPROVED MINUTES OF THE STATE OF IDAHO PROFESSIONAL STANDARDS
COMMISSION MEETING OF DECEMBER 1-2, 2011

ATTENDANCE

Members present at December 1 committee meetings: Cathy Bierne, Diane Boothe, Beth Davis, Esther Henry, Kelly Leighton, Cori Mantle-Bromley, Becky Meyer, Laural Nelson, Mikki Nuckols, Glenn Orthel, Daylene Petersen, Karen Pyron, Anne Ritter, Christi Rood, Shelly Rose, Rob Sauer. SDE staff present: Shannon Haas, Cina Lackey, Christina Linder, Mary Jane Markland, Katie Rhodenbaugh, Annette Schwab. Guests: Hannah Hysell, Allison McClintick, Andy Snook.

Members present at December 2 general meeting: Cathy Bierne, Diane Boothe, Beth Davis, Esther Henry, Kelly Leighton, Cori Mantle-Bromley, Becky Meyer, Laural Nelson, Mikki Nuckols, Glenn Orthel, Daylene Petersen, Karen Pyron, Christi Rood, Shelly Rose, Rob Sauer. SDE staff present: Shannon Haas, Cina Lackey, Christina Linder, Mary Jane Markland, Katie Rhodenbaugh, Annette Schwab. Guests: Hannah Hysell, Allison McClintick.

AGENDA REVIEW/REVISIONS/APPROVAL

Motion: (Bierne/Nuckols---PASSED) to approve the December 1-2, 2011, Commission meeting agenda as printed.

CONSIDERATION OF ETHICS CASES BY FULL COMMISSION

Deputy Attorney General Andy Snook reviewed the background of Professional Standards Commission Case #21124 by presenting the Administrative Complaint that had been filed against and corresponding affidavits to demonstrate that Jim Kittle failed to respond to the Administrative Complaint. In light of Jim Kittle's failure to respond to the Administrative Complaint, the allegations were deemed true, and Andy Snook presented a proposed Final Order for the Commission's consideration.

Motion: (Pyron/Petersen---CARRIED) to accept the Findings of Fact, Conclusions of Law and Final Order as set forth by the Commission to revoke the teaching certificate of Jim Kittle and to authorize Esther Henry to sign the Final Order on behalf of the Commission.

It is to be noted that Commission members Shelly Rose, Becky Meyer, Anne Ritter, and Christi Rood were recused from participation in the above-mentioned Case #21124. All were members of the Executive Committee originally considering that case.

Andy Snook reviewed the background of Professional Standards Commission Case #21122 by presenting the Administrative Complaint that had been filed against and corresponding affidavits to demonstrate that Gerald Thomas Williams, Jr. failed to

respond to the Administrative Complaint. In light of Gerald Thomas Williams, Jr.'s failure to respond to the Administrative Complaint, the allegations were deemed true, and Andy Snook presented a proposed Final Order for the Commission's consideration.

Motion: *(Bierne/Mantle-Bromley---CARRIED) to accept the Findings of Fact, Conclusions of Law and Final Order as set forth by the Commission to permanently revoke the teaching certificate of Gerald Thomas Williams, Jr. and to authorize Esther Henry to sign the Final Order on behalf of the Commission.*

It is to be noted that Commission members Shelly Rose, Becky Meyer, Anne Ritter, and Christi Rood were recused from participation in the above-mentioned Case #21122. All were members of the Executive Committee originally considering that case.

Andy Snook reviewed the background of Professional Standards Commission Case #21125 by presenting the Administrative Complaint that had been filed against and corresponding affidavits to demonstrate that Chris Stone failed to respond to the Administrative Complaint. In light of Chris Stone's failure to respond to the Administrative Complaint, the allegations were deemed true, and Andy Snook presented a proposed Final Order for the Commission's consideration.

Motion: *(Mantle/Bromley-Bierne---CARRIED) to accept the Findings of Fact, Conclusions of Law and Final Order as set forth by the Commission to revoke the teaching certificate of Chris Stone and to authorize Esther Henry to sign the Final Order on behalf of the Commission.*

It is to be noted that Commission members Shelly Rose, Becky Meyer, Anne Ritter, and Christi Rood were recused from participation in the above-mentioned Case #21125. All were members of the Executive Committee originally considering that case.

APPROVAL OF MINUTES

Motion: *(Pyron/Henry---PASSED) to approve the September 29-30, 2011, Commission meeting minutes.*

STATE BOARD REPORT

Allison McClintick, Teacher Quality and Special Projects Manager in the State Board office, updated the Commission on the State Board's work on its 60 percent goal. That goal is that 60 percent of young Idaho adults ages 25-34 will have a degree or credential of quality by 2020. This goal mirrors the national goal. The board has asked our state's institutions of higher education to provide strategies on how they will each contribute to advancing that 60 percent goal.

Allison also reported that collaborative work is being done among the State Board, the Department of Education, school districts, and higher education institutions to unpack and vertically and horizontally align the national common core standards through curriculum, assessment, and quality instruction, using the comprehensive Total

Instructional Alignment (TIA) process. This will help to ensure that the college-and-career-readiness component is addressed at all education levels in the state.

LEADERSHIP TEAM

In Chair Dan Sakota's absence, Vice-Chair Shelly Rose reported that the Leadership Team met by teleconference on November 16 and then again at their morning meeting on December 1. They discussed the December meeting agenda; reflection letters from professional development grant recipients; and the budgets/budget concerns. As cost-saving measures, the team opted to 1) fund only Cina Lackey's participation (in the past a Commission member has also attended) in the 2012 alternative certification conference and 2) provide Commission members the opportunity to either renew or let lapse (if not needed) their Association for Supervision and Curriculum Development (ASCD) memberships. The possibility of translating the Code of Ethics into Spanish to appropriately inform parents in the Spanish-speaking population was discussed. Christina Linder agreed to confer, at this time and until we are compelled to do more, with the Parent Involvement Coordinator in the Department of Education to determine what is required regarding parental rights and make the agencies working with the migrant and refugee communities aware of the Code of Ethics for educators in the state. Lastly, the team discussed the online instruction course developed by the College of Western Idaho as a professional development opportunity for in-service teachers (see STANDARDS COMMITTEE, page 9, item 6). The team's next teleconference date is January 18, 2012, at 4:00 p.m. MST.

ADMINISTRATIVE REPORT

Christina Linder (unless indicated otherwise) reported on the following:

1. The first session of the administrator training was held in Coeur d'Alene on November 10. The next training on February 28 will be faster-paced; it will start with all of the administrators watching and scoring a video; and it will include the first part of the proficiency assessment and one of the pre-tests.
2. The Educational Testing Service (ETS) pilot work-teacher evaluation has been temporarily postponed until ETS secures enough grant money to sustain the project for three full years. Christina has an upcoming teleconference with ETS for updates on the launch of this effort.
3. Cori Mantle-Bromley reported that the University of Idaho is continuing to pilot the Teacher Performance Assessment (TPA) this year, and Boise State University will be joining this approximately 20-state effort to create an authentic initial teacher licensing assessment for use nationwide. The scoring burden will not be left solely to faculty this year; Pearson will be helping with it and will be paying a minimal amount to train scorers. An external scoring source does all of the calibration and solicits scorers; it can, however, limit an institution in knowledge of how its own students are doing and awareness of needed curriculum changes. To counteract this, the University of Idaho will randomly score some of its own

assessments. The assessment will be required for everyone in teacher preparation in Washington in the spring of 2012, and it may become a high stakes assessment within the next year at the University of Idaho.

4. There will be a higher education/K-12 New Teacher Center mentor workshop in Boise on February 9-10 to bring together higher education representatives and district leaders from schools in which student teachers are placed in an effort to generate deeper partnerships, particularly in enacting concepts and ideas to improve some of the clinical practices for student teachers, working on the reflective practice component, and examining the way that cooperating teachers as mentoring supervisors are selected and trained.
5. Christina distributed to Commission members/reported on the criteria that Idaho must meet in applying for Elementary and Secondary Education Act (ESEA) Flexibility. As a state, we must show that we have in place or will have in place either through statute or in rule various procedure systems to meet the criteria. Because of the Students Come First legislation, we are close to that point, but we may have to go further. The availability of the waiver was announced the first week of October; the first round was due November 15, for which 11 states applied; the second submission deadline to request ESEA Flexibility is February 21, 2012, and Idaho is currently working toward that. There will be an opportunity for public comment on the waiver application on the Department of Education website during the month of January.
6. The Department of Education is beginning its work on crafting an administrator evaluation framework. A group of department staff (including Christina and Rob Sauer) and representatives of educational stakeholders will be meeting once a month to work on this effort. The first meeting is December 15; the second is January 20.
7. Two positions in the Department of Education have been filled recently. Teresa Burgess is the new Title II-A Coordinator, and Becky Martin is the new Teacher Quality Coordinator.
8. Christina attended the NASDTEC Executive Board Meeting in Little Rock in October; she is chair of the Interstate Agreement Committee, which identifies and discusses items that states have commonality in (e.g., administrator code of ethics, certification, pre-service, etc.). In early November she attended the 2011 Idaho School Boards Association Convention and presented on teacher evaluation.

Shannon Haas, Annette Schwab, Andy Snook, and Karen Pyron attended the NASDTEC Professional Practices Institute (PPI) in October. Annette reported that the institute provides a great opportunity to network with other states and compare Idaho's progress with that of other states in ensuring the safety of our school children. There were presentations on bullying, cyberbullying, steps to take if a teacher receives an emailed picture involving a student, and then a more controversial session that was an actual interview with a 23-year teacher who had

once been a teacher of the year and is now imprisoned for having an inappropriate relationship with a student. Karen Pyron emphasized that there are unacknowledged red flags in the process leading up to an event such as this. Leaders in this area of study are beginning to advocate for the need for training to help recognize those flags in colleagues and provide support in very appropriate, professional ways.

Rob Sauer attended a Metlife New Teacher Induction Network meeting in Austin in mid-November. As a newcomer to this type of meeting, Rob reported on his own new awareness of the extent of mentoring work being done in Idaho and expressed a need for more communication from those working in the mentoring effort in order to increase the awareness of others. In one meeting that Rob attended, a participant shared on the effectiveness of an iPad in recording a teaching lesson – it promotes less “performing” on the part of students than a camera and is a powerful tool in helping the mentor and new teacher identify areas needing improvement.

Katie Rhodenbaugh and Cina Lackey attended a Praxis Client Regional Meeting in Las Vegas in late November. Cina distributed to Commission members information from that meeting on teaching in the virtual world of K-12 learning; the information depicted where we are with the virtual learning community and the direction we might want to proceed in. Volunteers are needed for the ETS teacher licensure standards board; this board meets twice per year and also does webinars. ETS requested feedback from states on a possible personality profile test as an entrance test to teacher preparation programs and a possible code of ethics test for licensure. Many states, instead of assembling their own groups of people to establish cut scores for tests, are saving time and resources by now using the multi-state standard tests. (ETS will provide someone to come to Idaho to explain the multi-state standard-setting process to ensure that validity, if needed.) ETS convened a group to review the Praxis tests for alignment to the common core standards; most were already in good alignment and one content area still needs work to attain alignment. At this regional meeting, ETS also did a presentation on their collaborative work with Teachscape.

AUTHORIZATIONS COMMITTEE

Chair Mikki Nuckols reported that the Authorizations Committee recommended that the Professional Standards Commission approve the following new Teacher to New Certificate/Endorsement requests:

BENZING, Emily, Nezperce Joint #302, EC/ECSE-Birth-Grade 3
BROWN, Lisa, McCall-Donnelly Joint #421, Standard Secondary-Humanities 6-12
CHRISTENSEN, Stephanie, North Gem #149, EC/ECSE-Birth-Grade 3
DALLENBACH, Melissa, West Bonner County #83, Standard Secondary-Mathematics 6-12
DAYTON, Craig, Compass Public Charter School #455, Standard Elementary-Mathematics 6-9

DODGE, Mark, North Gem #149, Standard Secondary-Physical Education 6-12; Economics 6-12
 DURAND, Anita, Mountain Home #193, Standard Exceptional Child-Generalist K-12
 EMFIELD, Jared, Taylors Crossing Charter School #461, Administrator-Superintendent
 GORDON, Luke, Boise #1, Standard Secondary-Speech 6-12
 HEISTERKAMP, Mollie, West Bonner County #83, Standard Secondary-Mathematics 6-12
 HUWA, Heston, Falcon Ridge Charter School #456, Standard Elementary-All Subjects K-8
 JOHNSON, Mary Kaye, Mountain Home #193, Pupil Personnel Services-School Counselor
 JONES, Nancy, Twin Falls #411, Standard Secondary-Mathematics 6-12
 KECK, Amy, Idaho Falls #91, Standard Exceptional Child-Generalist K-12
 KEINERT, Kathryne, West Bonner County #83, Standard Secondary-French 6-12
 KREN, Mary, St. Maries Joint #41, Standard Exceptional Child-Generalist K-12
 McCREARY, Jennifer, Richfield #316, Standard Exceptional Child-Generalist K-12
 MORAN, James, Cambridge Joint #432, Standard Elementary-All Subjects K-8
 PIEPHOFF, Megan, Post Falls #273, Standard Secondary-Natural Science
 PIRUS, Heather, Boise #1, Standard Secondary-Speech 6-12
 REED, Jared, Aberdeen #58, Standard Secondary-Physical Education 6-12; Health
 REDDINGTON, Randy, Heritage Academy Charter School #479, Standard Exceptional Child-Generalist K-12
 REMINGTON, Hayley, Rockland #382, Standard Secondary-Family/Consumer Science
 THERIEN, Katherine, New Plymouth #372, Standard Secondary-Library Media Specialist
 WILDE, Katie, West Side Joint #202, Standard Exceptional Child-Generalist K-12
 YASEN, Jenifer, Kellogg Joint #391, Standard Secondary-Mathematics 6-12

The Authorizations Committee recommended that the Professional Standards Commission approve the following renewal Teacher to New Certificate/Endorsement requests:

BAIR, Mary, Mullan #392, Standard Secondary-Family/Consumer Science (2)
 DAVIS, Donna, Wendell #232, EC/ECSE-Birth-Grade 3 (2)
 EYERMAN, Lee, Meridian Technical Charter High School, Standard Secondary-Economics 6-12 (2)
 HOGAN, Patrick, Teton County #401, Standard Secondary-Business/Technology (2)
 HOLBROOK, Julie, North Gem #149, Standard Secondary-Spanish K-12 (3)
 McLEAN, Cara, Mountain Home #193, EC/ECSE-Birth-Grade 3 (3)
 THERIEN, Katherine, New Plymouth #372, Standard Secondary-English 6-12 (2)
 TROTTER, Gia, Meridian Joint #2, Standard Secondary-Speech 6-12 (2)
 WHEELER, Kirstin, Fruitland #373, EC/ECSE-Birth-Grade 3 (2)
 WRIGHT, Jon, Caldwell #132, Standard Secondary-English 6-12 (2)
 YOUNG, Jody, Mountain Home #193, Standard Exceptional Child-Generalist K-12 (2)

The Authorizations Committee recommended that the Professional Standards Commission **deny** the following renewal Teacher to New Certificate request:

SIMS, Lupe, Kamiah Joint #304, Standard Secondary-English (3)

Mikki also reported that the committee approved 16 Provisional Authorizations and denied 1. In the area of Alternative Authorizations, 2 Content Specialists and 1 Pupil Personnel Services were approved. Year-end data on Alternative Authorizations for the 2010-2011 school year was distributed to Commission members.

The Commission ACCEPTED the report of the Authorizations Committee.

PROFESSIONAL DEVELOPMENT COMMITTEE

Chair Esther Henry reported that the committee reviewed thank you/reflection letters from earlier professional development grant recipients and confirmed that thank you/reflection letters have been received on all grant awards in which the activity for which the grant was requested has been completed. The committee processed grant applications for the current grant award cycle using the newly-developed rubric. A total of 53 grant applications were approved for an expenditure of \$24,634.13.

The Commission ACCEPTED the report of the Professional Development Committee.

BUDGET SUBCOMMITTEE

Budget Subcommittee Chair Beth Davis reported that for the month of September, revenue was \$25,483 and expenditures were \$30,607; expenditures (September had three pay periods) exceeded revenue by \$5,124. Along with routine operational costs, there were the following additional expenditures: \$2,371 for the printing of the Commission brochure and Code of Ethics booklets; approximately \$2,100 for contracted investigative services for ethics cases; \$882 for registration and airfare for the NASDTEC Professional Practices Institute; nearly \$2,600 for the first half of fiscal year 2012 office space rent; and \$1,118 in payroll and accounting fees for fiscal year 2012. The amount of \$465 was credited back to the account for Christina Linder's Title II travel that should have been paid out of a different fund.

In October, revenue was \$7,645 and expenditures were \$36,898; expenditures exceeded revenue by \$29,253. In addition to routine operational costs, the following expenditures were incurred: approximately \$5,500 for the September Commission meeting; \$92 for Karen Pyron's attendance at a State Board meeting; approximately \$4,200 for contracted investigative services for ethics cases; nearly \$2,600 for travel expenses related to participation in the NASDTEC Professional Practices Institute; \$2,000 to Dr. Julie Newsome for her work reviewing BYU-Idaho's compliance with NCATE standards; \$800 for the initial travel and substitute reimbursements related to the BYU-Idaho full program review; and a total of \$3,098 for replacement of Katie's computer in full and appropriate percentages of computers for Mary Jane and Annette.

The Commission ACCEPTED the report of the Budget Subcommittee.

STANDARDS COMMITTEE

In Standards Committee Chair Kathy Aiken's absence, Cori Mantle-Bromley reported on the following committee discussion items (unless indicated otherwise):

1. The committee discussed the state team report from the focus visit review of the Superintendent program at Northwest Nazarene University on November 2.

The Commission PASSED the Standard Committee's recommendation to accept the state team report, thereby approving at Target the Superintendent certification program at Northwest Nazarene University.

2. The committee discussed feedback received in response to a recent survey regarding the current Director of Special Education endorsement, which allows educators without direct special education experience to become endorsed as directors of special education. Approximately 68 percent of administrators surveyed agreed that special education directors should have 3-4 years of direct experience serving special needs students.

The Commission APPROVED the Standards Committee's recommendation to request a minimum of three years of classroom experience working with special needs populations in order to qualify for the Special Education Director endorsement and, therefore, request that Department of Education staff clarify IDAPA language to reflect this requirement.

3. Katie Rhodenbaugh shared with committee members the IDAPA language clarification specifying that those who seek a Health K-12 or Physical Education K-12 endorsement will be required to have an elementary methods course.
4. The committee continued its discussion of the possible need for a code of ethics for administrators. It was decided that more information on an administrator code of ethics was needed from both national organizations and other states. Karen Pyron will lead the committee's research in the existence of administrator code of ethics by national organization and state.
5. The committee reviewed/considered the state team report, the NCATE report, and the institutional response resulting from the BYU-Idaho full program onsite review conducted on October 10-13. As evidenced from the state team report, BYU-Idaho is meeting the state standards. The institution had volunteered to help the Commission pilot its draft NCATE review process and thus was not held to meeting those specific standards.

The Commission APPROVED the Standards Committee's recommendation to approve all programs at BYU-Idaho with the exception of the Chemistry program, which is recommended for conditional approval.

*EC/ECSE Blended – Approved
Elementary Education – Approved*

English Language Arts – Approved
Foreign Language – Approved
Health – Approved
Mathematics – Approved
Physical Education – Approved
Professional-Technical Education – Approved

- *Family and Consumer Science – Approved*

Science – Approved

- *Biology – Approved*
- *Chemistry – Approved Conditionally*
- *Earth and Space Science – Approved*
- *Physics – Approved*

Social Studies – Approved

- *Economics – Approved*
- *Geography – Approved*
- *Government/Civics – Approved*
- *History – Approved*

Visual/Performing Arts – Approved

- *Drama – Approved*
- *Visual Arts – Approved*

BYU-Idaho will be requested to submit a progress report on their continued efforts to address the NCATE standards that were not met.

6. The College of Western Idaho has recently developed an online instruction course as a professional development opportunity for in-service teachers. Christina will be sharing this opportunity with the ISEE Educator Professional Development coordinator in the Department of Education to discern if teachers taking this course would qualify for funding through grant monies.
7. The committee discussed the Praxis II tests #0021 (Education of Young Children) and #0690 (Special Education: Preschool/Early Childhood Education) that are currently required. Because both of these tests focus primarily on teaching practice and pedagogy and since test #0690 addresses the necessary special education practices covered by the blended certificate, the committee feels it is necessary to require an assessment of core content knowledge. The committee noted that test #0022 (Early Childhood: Content Knowledge) covers the essential core content knowledge required of the blended certificate, and that should also be sufficient for federal highly qualified status. Those involved in teacher preparation are asked to gather feedback on replacing test #0021 with test #0022.
8. Department of Education staff recently noted that the IDAPA language for the special education Generalist K-12 endorsement does not specify that an internship is required, but it is implied and is common practice. The committee requested that department staff add the necessary clarifying language “field work to include

an internship and student teaching in a special education setting” to the Generalist K-12 endorsement IDAPA language.

The Commission ACCEPTED the report of the Standards Committee.

EXECUTIVE COMMITTEE

Shelly Rose reported that the Executive Committee met with Andy Snook, Shannon Haas, and Annette Schwab to discuss ethics case information.

Motion: *(Ritter/Rood ---CARRIED) to move the Executive Committee into Executive Session to review and discuss investigation records exempt from disclosure as prescribed by Idaho Code §67-2345(d).*

Andy Snook reviewed the cases needing Executive Committee decisions.

Motion: *(Rood/Ritter---CARRIED) to move the Executive Session of the Executive Committee into Open Session to vote on investigation records exempt from disclosure as prescribed by Idaho Code §67-2345(d).*

The Commission APPROVED the Executive Committee’s recommendation to accept the case actions on the following:

Case #20915 - Certificate Reinstated

Case #20924 - Conditional Certificate with Stipulations

Case #21030 - Confirmed Previous Decision

Case #21101 - Reconsidered Previous Decision – Now No Sufficient Grounds

Case #21104 - Confirmed Previous Decision

Case #21106 – Revocation

Case #21114 – Letter of Reprimand with Stipulations

Case #21117 – Permanent Revocation

Case #21118 – Conditional Suspension with Stipulations

Case #21119 – Conditional Certificate with Stipulations

Cases closed: #20901, #20920, #21016, #21017, #21026, #21032, #21109, #21111, and #21112.

There are currently 7 upcoming cases, 8 pending cases, and 3 cases for which hearings are anticipated.

The Commission ACCEPTED the report of the Executive Committee.

COMMUNICATION PLAN

Items of interest in these meeting minutes that members may want to communicate to their constituencies include:

- Parental right for notification of Code of Ethics – (LEADERSHIP TEAM, page 3)
- Progress of administrator training – (ADMINISTRATIVE REPORT, page 3, item 1)
- Application for ESEA Flexibility; public comment period – (ADMINISTRATIVE REPORT, page 4, item 5)
- Framework for administrator evaluation – (ADMINISTRATIVE REPORT, page 4, item 6)
- Change in requirements for Special Education Director endorsement – (STANDARDS COMMITTEE, page 8, item 2)
- Elementary methods course requirement for Health K-12 or Physical Education K-12 endorsement – (STANDARDS COMMITTEE, page 8, item 3)
- BYU-Idaho program approval – (STANDARDS COMMITTEE, page 8, item 5)
- Replacement of Praxis II test #0021 with Early Childhood test #0022 – (STANDARDS COMMITTEE, page 9, item 7)
- Clarification of IDAPA language internship requirement for special education – (STANDARDS COMMITTEE, page 10, item 8)

OLD BUSINESS

Commission Representation at 2011-2012 State Board Meetings

Commission representation at upcoming State Board meetings will be as follows:

February 15-16 (Boise – BSU) – Christi Rood

April 18-19 (Moscow – UI) – Kathy Aiken or Cori Mantle-Bromley

May 16-17 (Boise – Board Retreat)

June 20-21 (Idaho Falls – EITC) – Mikki Nuckols or Esther Henry

ADJOURNMENT

Motion: (*Mantle-Bromley/Pyron---CARRIED*) to adjourn the meeting.

The meeting adjourned at 2:00 p.m.

Mary Jane Markland, Secretary
Professional Standards Commission

Christina Linder, Administrator
Professional Standards Commission